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TALENZ *Talenz*

NEWSLETTER PUBLISHED BY THE YOUNG MANAGERS THINK TANK FOR THE YOUNG MANAGERS IN THE GENERAL INSURANCE INDUSTRY

Note from the Editorial team:

We welcome on board the following new members to the Think Tank who will be contributing their time and efforts to bring out the visibility of the young managers of this industry and to achieve the key objectives of the Think Tank:

- Kelvin Siah, AIG
- James Ng, ACE-Jerneh

Please read on to gather further information and updates on what's happening, or where you can also be a part of.

YAMA 2013 - HAVE YOU SUBMITTED?

Young Asean Managers Award 2013

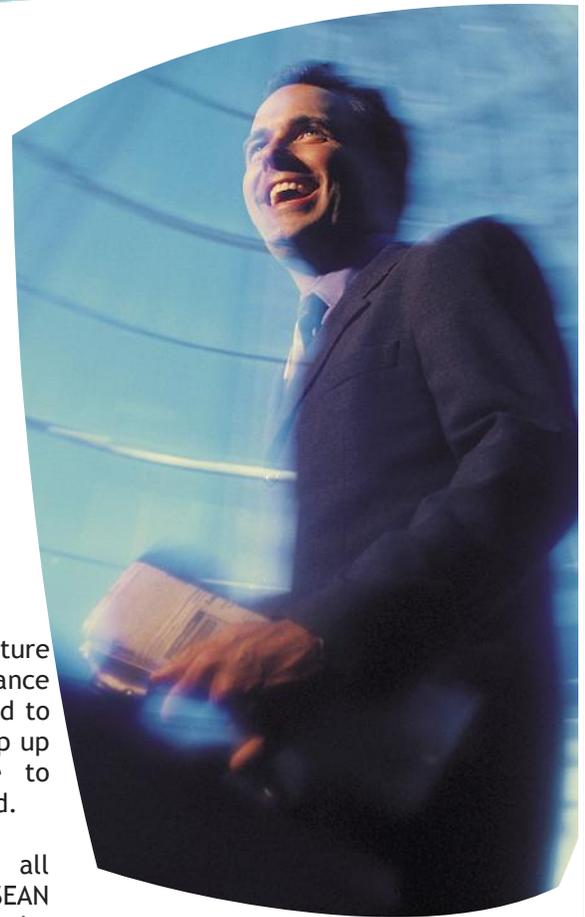
Have you heard of this Award that is given out to deserving young managers who have contributed his/her talents to the company and industry?

YAMA is a prestigious award introduced by the ASEAN Insurance Council (AIC) and the ASEAN Insurance Training & Research (AITRI) to honour outstanding young managers for their achievement, contribution and dedication to the insurance industry. This also serves as a platform to

recognize their potential as future leaders in the ASEAN insurance economies. This initiative is aimed to inspire more young leaders to step up and participate and contribute to today's competitive business world.

This annual award is open to all eligible managers within ASEAN insurance economies. Please be informed that this year's award ceremony will be held in Da Nang, Vietnam in December.

Should you be interested, or believe that there are potential within your organization, do work with your HR.



The closing date to submit all final entries is **15 October 2013**.

Who knows, you may be the winner!
[YMTT]



SELF e-LEARNING

Check out this website <http://www.mindtools.com> for free access to a variety of self learning/ knowledge materials. Free apps for smart device available to be downloaded too.



10 Ways To Help Others That Will Lead You To Success



John Hall - Contributor

**LEARNING
CORNER**

Helping others should be a natural extension of every business leader's responsibilities. Unfortunately, it doesn't come as easy as you would think. As leaders, we often get too caught up in operations or our own problems to give people the help they need. However, in the last year, I've realized that most of my best clients, partners and relationships have come from me helping someone. Here are 10 thoughts that can remind you to help others.

1. **Sharing knowledge**

One of the easiest ways to help others is to simply share your knowledge. You don't have to be in front of a classroom to teach. Every day there is an opportunity to educate someone about your area of expertise. The key is to keep educating yourself so you can stay ahead of the curve.

2. **Finding out what's valuable to them**

The number one rule of helping people should be to find out what's actually valuable to someone. You may spend time and effort helping someone with something that they didn't even want help with. Make an effort to ask them where they need help, and keep that in mind when you see an opportunity.

3. **Sharing your resources**

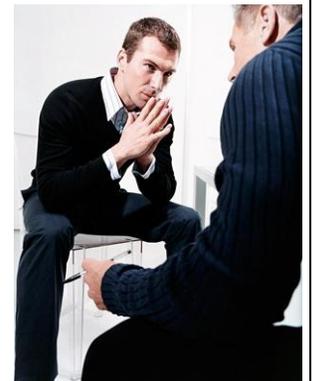
Think about the resources you've invested in and be mindful of whether they can help someone else. Maybe a developer on your team has some extra time and one of your contacts needed some help on a quick job. Or, maybe you have Cardinals season tickets and there's a game that you won't be able to attend. Keep those under- or unused resources in the back of your mind and try to connect them to people who can use them.

4. **Making them aware of an opportunity**

It's important to keep an eye out for opportunities. It could be good press, a potential partner, or a general business opportunity. Once you see an opportunity, think about who could benefit from knowing about it. One of the ways I like to help my employees is to help their friends, relatives or significant others if they're looking for a job. A lot of times I can use my business connections to find a potential good fit.

5. **Giving them transparent feedback**

Transparent feedback can be tough because some people don't take constructive criticism well. There is a difference between telling someone that they suck and giving them good examples of how they can improve. Some people won't take it well but, in the long run, you will help the people that you want to work with and improve the efficiency and success of your company as well.



6. Being a brand advocate

I was at a conference the other day and an American Airlines employee was going on and on about how she loved her Modify watch. She truly wanted to help the company because she loved the product and wanted to see them succeed. Think about the products and services that you love, and don't be shy about letting people know about them.

7. Giving introductions

There's a lot of big talk out there. Someone knows somebody who is a great contact or client, but they never actually make the introduction. Rather than making and breaking promises, make an effort to actually send out several intros each week. However, don't let your credibility take a hit: make sure the people you're advocating are legit.

8. Volunteering your time

Time is valuable and most people understand that. When you take time out of your day to help a friend, they remember it. I try and do a guest webinar every couple of weeks for contacts so they know I'm willing to take time out of my day to share my experience with the community. Even if it's not something as public as a webinar or podcast, set aside some time to help a contact. It could be as simple as helping them move to a new home.

9. Recognizing them

There are a variety of ways to give someone recognition. You can include them in an article that you've written or mention them in a speech or presentation. An easy way to recognize someone is to nominate them for an award. There are countless awards out there that could really help out your network. It will mean a lot to the nominee that you thought of them and wanted to recognize them. On a smaller scale, you can have internal recognition within your company. We have an award called "the belt" that looks like a WWF belt. Each week the current winner chooses the next winner. It's an easy way to make an employee feel good about the solid work they've done for your company.

10. Giving gifts

Gifts can be tricky because you don't want to "buy" peoples' favor. You want to get them a gift that makes sense and will help them. When Hurricane Sandy hit, we sent care packages with items that survivors could use as they recovered from the devastation. People tend to remember who helped them when they were in need, so it's important to make an extra effort during these times.

Helping others isn't always easy. It can sometimes derail your schedule and cost you time, money and other resources. It can even be interpreted the wrong way. However, keep these tips in mind for some easy ways to show your connections that they truly matter to you.

John Hall is the CEO of Influence & Co., a company that assists individuals and brands in growing their influence through products and services ranging from creating and publishing bylined articles to facilitating in residence programs for brands and much more. Influence & Co. is one of the leading providers of high quality expert content to the world's top publications. Connect with him on Twitter or Google+.

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DID YOU KNOW?

BNM FINANCIAL SECTOR BLUEPRINT 2020 "Strengthening our Future"

BNM is also promoting greater efforts on attraction and retention of talents in the financial industry as spelt out in the Financial Blueprint 2020.

Section 5.3 of the Blueprint addresses the need for a more systematic and conscious efforts in developing talents to support the industry. Read the details under 5.3 Talent Development to support a more dynamic financial sector.

Weblink:

http://www.bnm.gov.my/index.php?ch=en_publication_catalogue&pg=en_publication_blueprint&ac=7

INDUSTRY LEADERS TALKING ABOUT CHANGING FACE OF TALENT @ "AIF INTERNATIONAL SYMPOSIUM 2013".

About 500 Industry leaders attended a 2 day symposium at BNM's Sasana Kijang on 28 & 29 Aug 2013. The Governor of Bank Negara Malaysia was also present to deliver a keynote address.

Organised by AIF, the focus of the symposium was to address the changing face of talents and how corporations must create a different workplace culture and alignment of talent to their business strategies in remaining competitive.

More than 20 business leaders, talent practitioners and Gen Y managers discussed and shared the topics with those in attendance.

Some of the exciting topics shared were:

- "3Es of Talent Strategies"
- "Talent Mobility: The Who, How and Why..."
- "Talent Ecosystem"

This indeed was the first symposium of its kind – reflecting the rising attention to address talents....

Young Managers Forum 2013

**PAST
EVENTS**

27 March 2013 @ Prince Hotel, Kuala Lumpur

The 3rd series of Young Managers Forum was successfully held with a participation of around 70 young managers and for the first time, 5 CEOs and representatives in attendance.

The day started with the convener of Education sub-Committee of PIAM, Mr. Francis Lai addressing the audience before Mr. Zohrab Chong, Leader of the YMTT recapped the objectives and shared with all the progress and milestones made by the YMTT since its inauguration.

A young dynamic young successful trainer Kelvin Chee of PowerUp Success shared his life experience through a story telling session before he conducted a motivational session to all the young managers on "Building Champions". For those of you in attendance, the concept of "Pyramid of Competency" and the words "Attitude" and "Passion" should trigger memories on what it takes to be successful in your journey in life.

The afternoon session involved and engaged the participants through a World Café concept of brainstorming for ideas/suggestions from the young managers on the topic "Developing Talents". Ideas were shared on the "What to develop, Who should develop, How to develop and Where can talents contribute..". The Think Tank has collated the ideas and has shared with the sub Education Committee for further channeling to the HR practitioners in the industry.

Overall feedback was that it was beneficial and that great networking was established!

Here's a peep at some of the activities held:

"What's your passion...?"
~ Kelvin Chee



WE HAVE PROGRESSED

Our success since YMTT was born in April 2010 . . .

- Organised 3 successful Young Managers Forum
- Organised 2 successful Breakfast Talk
- Published 6 "TalenZ" newsletter,
- Participated as ambassadors for the General Insurance Industry at the IBBM Career Fair
- Presented the collated suggestions at the break-out sessions during the Young Managers Forum to the Sub-Education Committee for their attention.

Our outreach...

- About 280 young managers have attended the YM Forum
- About 121 young managers have benefitted from the Breakfast Talk
- More than 500 young managers have read "TalenZ" newsletter
- 25 young managers have served in the Think Tank.

CSR ACTIVITY

.....2014

Reforestation of Raja Musa Forest Reserve

The initial proposed event in Oct 2013 is now postponed to 2014. YMTT will further share the updates in due course.....

Objective

To further bring about the visibility and contribution of the young managers of the industry, the Young Managers Think Tank has obtained the approval from the PIAM Management Committee to organize our 1st industry wide Corporate Social Responsibility (CSR) activity next year in 2014.

We are expecting a participation of 200 young managers who will plant about 1,000 peatswamp trees in 1 hectre of land at the Raja Musa Forest Reserver, Kuala Selangor.

The Think Tank will work with the relevant sub-committees of PIAM on the final arrangements in making this event a reality.

We hope that you will be one of the 5 to 10 representing each member company of PIAM to experience and contribute back to the society and environment.

Do look out for further circulars and information on this event.

COMING SOON:
Breakfast Talk
on 14 Nov 2013



The 3rd series of Breakfast Talk is scheduled on 14 Nov 2013 at the new MII K-Centre on L6, Wisma Sime Darby, Kuala Lumpur.

A well known young successful entrepreneur has been identified by the Think Tank to share their ingredients of success.

Get yourself nominated by your Company for this event.

See you there!

HAVE YOU BEEN RECEIVING UPDATES/NEWS ON ACTIVITIES INVOLVING YOUNG MANAGERS IN THE GENERAL INSURANCE INDUSTRY?

We encourage you to regularly liaise with your HR/Learning/ Training Department for further details/ updates received from time to time...

BE HEARD!

Share your thoughts/ feedback on the newsletter, or to provide any suggestions etc to talenz@piam.org.my

INTRODUCING THE NEW MII Knowledge Centre

Did you know that MII has a new knowledge centre? If you have not been there... do visit them on Level 6, Wisma Sime Darby, Jalan Raja Laut, KL. There's a variety of on-line portal materials, magazines, books and even audio visual materials that MII members can enjoy reading/viewing them in a very comfortable and cozy environment.

You can even go into the K-Idea room to reflect and explore new ideas to assist you or your company to continually improve... It's also a place to network with others of the industry!! Go check it out! They are open from 8.30am to 5.30pm on weekdays except on public holidays.

